Flight Projects Development Program (FPDP) Overview

March 2014

FPDP Goals

- Develop highly trained project management personnel capable of filling critical positions in *flight* project management through a focused, rigorous and structured program, specially designed to meet the complex needs of the Flight Projects Directorate (FPD).

- Accelerate learning and growth in *flight* project management for both technical and resource/business participants through the completion of coursework, work assignments, development opportunities, mentoring and the Capstone Project.
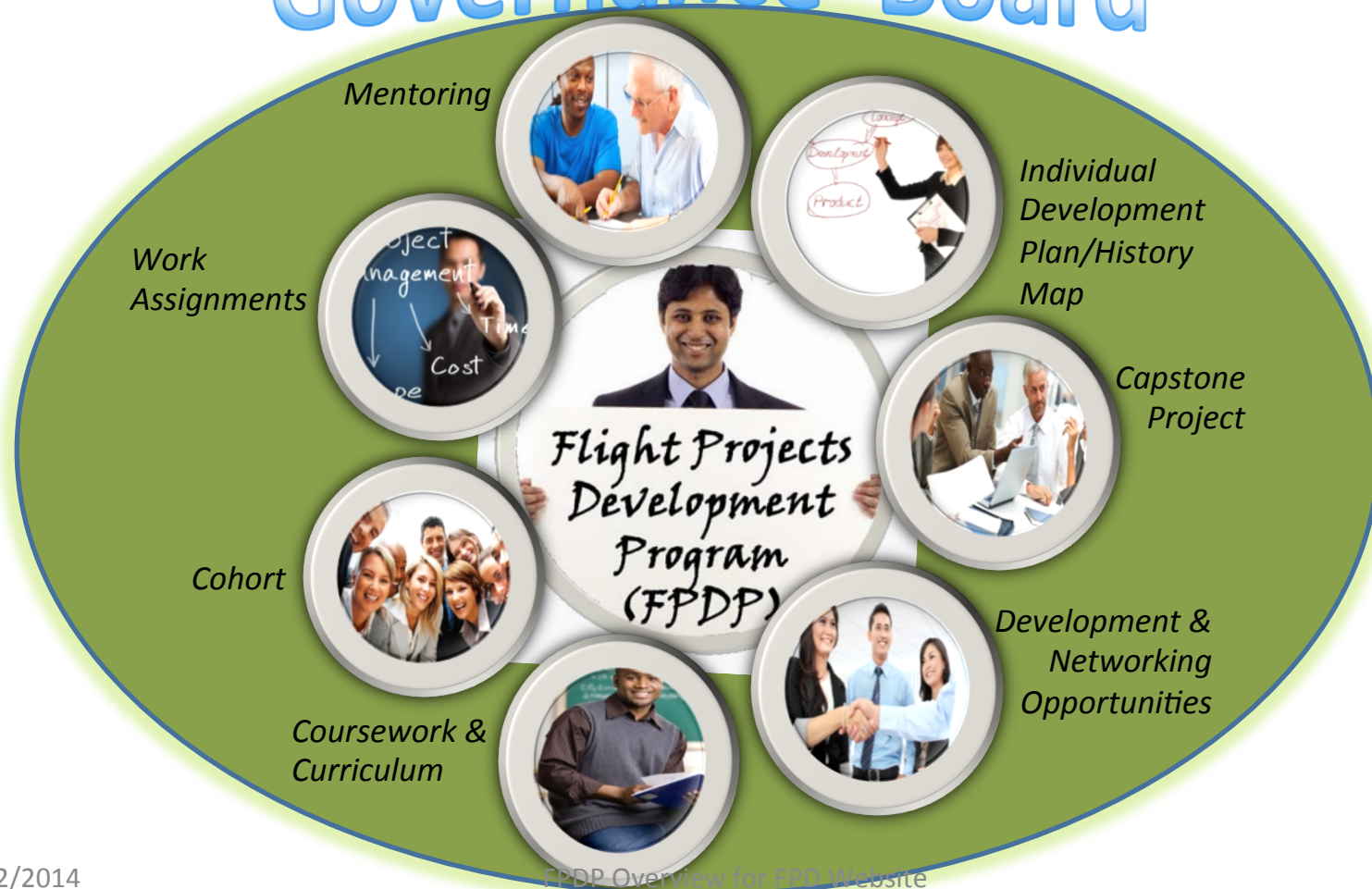
FPDP Features

- Two-year intensive program with clearly defined graduation requirements

- Open to GS 13's, 14's and 15's from across GSFC (all Goddard locations)

- Participants are Code 400 employees upon selection, during and after completion of the FPDP

- Upon successful completion of the FPDP, FPDP graduates receive *full promotion potential* to GS-15

- Clearly defined roles and responsibilities for Governance Board Members, Participants, Mentors, Supervisors, and Program Manager

- FPD Senior Management oversight and involvement through Governance Board chaired by the FPD Director of and the mentors

FPDP Elements

Governance Board

Mentoring

Individual Development Plan/History Map

Work Assignments

Capstone Project

Cohort

Development & Networking Opportunities

Coursework & Curriculum

Flight Projects Development Program (FPDP)

FPDP Elements in Action

FPDP Participants will:

- Complete a rigorous two-year development program structured within a **cohort** construct

- Be assigned both a technical and a resource/business **mentor** ensuring exposure to both sides of project management; work with their mentors to complete an **IDP** and "History Map" to determine gaps and to optimize work assignments; meet monthly with both technical and resource mentors

- Be assigned to two one-year-long **work assignments** to fill identified gaps and to gain hands-on experience

- Complete required **coursework** - ten **core courses** and three **elective courses**

- Participate in **FPDP Workshops and Development Opportunities**

- Select, complete and defend their **Capstone Project** - team project resulting in a paper and presentation. Capstone topics are provided by the **Governance Board** and originate from current Code 400/Center challenges

FPDP Timeline

Flight Projects Development Program (FPDP)

| Orientation | Develop IDP | Quarterly Check-Ins | Mid Term Review | Quarterly Check-Ins | Capstone & Final Review |

Interviews | Start-up | 12 Months | Graduation

Coursework & Curriculum

Work Assignments | **Work Assignments**

Mentoring

Cohort

Development & Networking Opportunities

Capstone Project

Governance Board Members

- The FPDP Governance Board is chaired by FPD Director and comprised of FPD and Center Senior Managers.

George Morrow (Chair - 400)   Linda Greenslade (470)

Dave Scheve (400)   Laura Milam-Hanin (490)

Steve Shinn (400)   Dave Mitchell (430)

Mooni Ahmed (440)   Nichole Pinkney (114)

Pietro Campanella (460)   Juan Roman (590)

Governance Board Duties

- Provide direction and oversight to ensure effectiveness and viability of the FPDP

- Recommend, approve, reject changes to the FPDP processes and curriculum (shape the future of the FPDP)

- Provide expertise and guidance to the Program Manager for issues that arise during the course of the FPDP

- Adjudicate issues that may arise that cannot be resolved by the Program Manager

- Interview and select FPDP Participants

- Develop Capstone Topics that originate from current Code 400/Center challenge.

- Identify networking opportunities and workshop topics for cohort

- Approve recommended work assignments for FPDP Participants

Mentor Volunteers

Technical

Nick Chrissotimos
Andre Dress
John Durning
Bryan Fafaul
Jeff Gramling
Bill Ochs
Rick Pickering
Craig Tooley
Al Vernacchio

Resource/Business

Garry Gaulker
Carol Grunsfeld
Kevin Miller
Matt Ritsko
Rich Ryan
Rob White

Every two years (or upon completion of an FPDP cycle), four GB members will be replaced to ensure both fresh insights and continuity. Previous Mentors will be prime candidates for Governance Board membership.

Mentor Role and Duties

- Assist with development of Participant's IDP and History Map
- Provide input regarding Participant's potential work assignments
- Meet with Participant at least monthly for mentoring activities, see description below
- Participate in Quarterly Reviews with Participant, Work-Assignment Supervisor and Program Manager to discuss progress, concerns, etc.
- Participate in a mid-program review with Participant, Work-Assignment Supervisor, Program Manager and Governance Board to provide feedback and guidance, as necessary
- Attend Orientation Meet-and-Greet and Graduation Ceremony

BONUS - Technical Mentors - mentoring hours count towards P/PM certification credits – up to 40 per certification period!

C4.1 Mentoring and Coaching: Activities designed to help less-experienced members of the team to advance their knowledge and careers by: acting as an advisor, sponsor, or confidant who shares knowledge about NASA's functional, social, cultural, and political aspects or provides counseling to cultivate skills in order to enhance individual, team and organizational performance and growth.

Work Assignments

- Work assignments are a critical element of the FPDP and are designed to:
  - Provide "hands-on" experience; not a shadowing experience
  - Be one year in duration to ensure adequate time for obtaining required knowledge and for learning new skills
  - Be based on flight project lifecycle phases to provide the Participant with the opportunity to work on a project lifecycle phase where they have not previously worked
  - Fill gaps identified in the History Map
  - Meet FPDP learning objectives identified in the FPDP Program Guide
  - Meet Participant and the IDP learning objectives and goals

Development & Networking

Workshops

- Four, two-day long project management and leadership workshops (e.g., Acquisition/ Procurement, Appropriations, Contract Management, Budgeting Process, Partnership Management, etc.)
- Designed to provide access to Subject Matter Experts (SMEs) in Leadership, Project Management and Execution
- Mostly held offsite at other NASA or partner facilities (APL, Wallops, HQ, NOAA)
- AETD's Systems Engineering Education Development (SEED) Program participants will be invited to attend these opportunities and to share perspectives and build collaborative relationships

Networking

- Designed to help FPDP Participants build their professional knowledge and network
- Activities will vary and includes opportunities such as: attendance at Maryland Space Business Roundtable, invitation to critical project reviews, shadowing an FPD PM or Senior Leader for a day, GSFC Master's Forum and brownbag lunch with the FPDP Governance Board, NASA leader or other SMEs

Capstone Project

- Designed to allow the cohort to showcase, integrate and apply acquired knowledge and skills

- Capstone topics provided by the Governance Board

- Cohort will choose a Capstone Project from the Governance Board topics, or can alternately propose one for approval by Governance Board

- Cohort will prepare an abstract, conduct project planning and investigation, develop recommendations, write a formal paper, develop a presentation and present findings to the Governance Board

- All cohort members are required to participate equally

Coursework/Curriculum

- **Required Courses**
  - Ten required courses over the two-year timeline (see slide 15)
  - Essential to the learning and growth objectives of the FPDP
  - Same courses required for both technical and resource/business Participants
  - Offered through APPEL - Academy of Program/Project & Engineering Leadership
  - Held onsite at GSFC- Greenbelt Facility
  - Coordinated by OHCM

- **Elective Courses**
  - Three required courses over two-year lifecycle of FPDP (see slide 16)
  - Essential to the learning and growth objectives of the Participant
  - Tailored for Participant to accommodate personal interest, identified gaps and individual development needs
  - Coordinated through Program Manager

Additional Information

FPDP Required Courses:

- Foundations of Aerospace at NASA (APPEL-FOU)

- Understanding Earned Value Management (APPEL-UEVM)

- Project Management and Systems Engineering (APPEL-PM&SE)

- Risk Management I (APPEL-RM I)

- Scheduling and Cost Control (APPEL-SCC)

- Advanced Project Management and Advanced Systems Engineering (APPEL-APM&ASE) Advanced Earned Value Management (APPEL-AEVM)

- Crucial Conversations (APPEL-CC)

- Risk Management II (APPEL-RM II)

- Leading Complex Projects (APPEL-LCP)

- Road to Mission Success

Additional Information

FPDP Suggested Elective Courses Topics* (3 or more):

- Creativity and Innovation
- Public Speaking/Preparing Effective Presentations
- Leadership Development
- Team Building
- Coaching and Developing People
- Diversity and Inclusion
- Building and Working in Teams
- Organizational Culture
- Legislative Process
- Situational Leadership
- Strategic Planning
- Project Performance and Metric Management

(*Not a comprehensive list and electives are customized to meet Participant's needs.)